2 5 OCT 1800.

MEMORANDUM FOR: Special Support Assistant to the DDA

: Harry E. Fitzwater FROM

Director of Personnel Policy,

Planning, and Management

: Foreign Service Act of 1980 **SUBJECT** 

: Your Memo dtd 3 Oct 80, same subject REFERENCE

(DDA 80-2144)

1. We have reviewed the copy of the OPM/OMB version of the pay comparability increase for Foreign Service personnel forwarded with your referenced memorandum. There is obviously the potential for the Foreign Service salary scale, which authorizes higher pay within class than does the general schedule, to have a negative impact

2. However, there may also be a benefit to the Agency if the Foreign Service salary scale is approved. Passage will be tacit acknowledgement by Congress of the need to pay a higher salary rate to Foreign Service personnel to compensate them for the rigors of overseas living. This could pave the way for the Agency to consider additional compensation to our personnel stationed abroad based upon congressional intent. (C)

> Harry E. Fil ale Harry E. Fitzwater

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